

National Heritage Team of the U.S. Fish and Wildlife Service Oral History Program

Subject/USFW Retiree:

Gary Myers and the history of the North American Waterfowl Management Plan

Date: April 22, 2009

Interviewed by: Mark Madison

Mark Madison:

Today is April 22, 2009, and I'm Mark Madison and we're interviewing Gary Myers, and we're here at NCTC in Shepherdstown, West Virginia. So Gary, thank you so much for doing this. And the first question actually is not on the list but I think you'll find it easy, and that's how did you get involved with conservation? What was your schooling and training before Tennessee?

Gary Myers:

I was in the military, and I joined the military to get the GI Bill really. I wanted to go to Texas A&M and I wanted to major in agriculture, I thought my dad wanted me to major in engineering. And I didn't have enough money to go to A&M so I went to West Texas State Teacher's College, which is the town that I lived in, and tried to split a major and the first year you're taking the basics anyway but you can't split that major. So one day I mentioned to my mother that maybe I ought to just join the military, and I was surprised she said that might not be a bad idea. So I joined the Marine Corp, and my intent was to stay in and get the GI Bill benefits and leave. I decided that I wanted to fly while I was in the service, so I took the naval aviation cadet thing and they said my ears were bad and I was unacceptable, and so I went and had a test made and that's right, they were bad. And so I ended up being what they call a "twidget," which works on aircraft radios. And I was doing that but I didn't really like it, and they announced that there were fleet appointments to the Naval Academy, and so I decided to try for that, and I did and I passed the hearing test in that process. And so I went to the Naval Academy Preparatory School and I thought well that will just get me in shape to go back to college. And so while I was there I ended up the battalion commander kind of thing at the end of the year and felt like I really needed to go on, I just didn't have the guts to drop out at that point, so I went ahead and went to the Naval Academy. And I was there for about a year and a half, and resigned and went to work for the Potomac Electric Power Company.

I married my high school sweetheart, who had moved to Washington, D.C., and she was working for the FBI. And we earned enough money to get to some college that offered a wildlife major, and we had enough money to get to Colorado State University. So that's where we went and got our degree.

And then I had an opportunity to go to work for the Fish and Wildlife Service on a refuge in Arizona or for the Game and Fish in Colorado, and I chose the state agency. And I worked for them for 11 years; I started as a turkey biologist and then became a research biologist and then a big game supervisor. And I left there as the big game supervisor when the person that worked for the Colorado Division of Wildlife was named the director in Tennessee. He called and wondered if I would like to come out there as an assistant director in charge of field operations, and so I went out there and stayed there. I

expected to be there until he got fired, and Tennessee had a pretty fast turnover on directors, so I kind of thought I wouldn't be there very long. And I didn't know what I'd do after that but I wanted to see what an assistant director of field operations did and learn that, and it seemed like they had good people in Tennessee and I kind of wanted to try it out, so I did that. And the director lasted about 3 years, and when he got fired I expected to get fired, and they put me in as acting. They wanted me to apply for the job and I didn't want it and so I was acting for several months and finally decided that I might as well apply for it because I felt like if they chose another person they would undo a bunch of things that we'd done the previous 3 years, and so I stayed there. And I got the directors job in February I think of '79, I believe, and was director until just awhile back. So that's kind of how I got to where I was.

Mark Madison:

It's a good outline of your resume, that's fine! When did you first become interested in Wetland and Waterfowl Conservation?

Gary Myers:

When I was in college. Well when I was growing up I loved duck hunting, I spent my Saturday's and Sunday's when my mother would let me hunting ducks, so I just really liked that. And then in college I liked the waterfowl stuff. So I would really have preferred to have been a waterfowl biologist but it just didn't work out. And then when I got in the assistant directors slot we had some issues with some of the seasons, and the goose management in particular, so I really got engaged in that and worked with the feds on season regulations and things like that to some degree. I never was on the council, I never did get as deep as I would have really had fun doing, but I guess it's just that interest is just there.

Mark Madison:

When did you first hear of the North American Waterfowl Management Plan?

Gary Myers:

I was on the Executive Committee of the International and there was an effort underway, Canada had developed a plan and they wanted The United States to go ahead and do their part, and then we'd implement this thing. And so they appointed some people to work on that; Jack Grieb was one of them, at that time he was the head of the Game and Fish in Colorado, and he had come up in the research side of the Game and Fish agency there, and he had been on the council for years. He had been wrapped up in waterfowl research for years, he new waterfowl about as well as anybody, he was a boss, so he new the value of the dollar. And so they asked him to be one of the crafters of the plan. And then there was a person named Larry Gale, who was the director in Missouri, and they asked him to serve on the group. And then I think Jim Patterson from Canada working with them, and probably Rollie Sparrow was doing a lot of the legwork. And I think it was a little more work then probably the director in Missouri had time to do and so he deferred it to someone else, and they appointed Dick Yancey who was out of Louisiana. And at that time, I don't know if it was at that time, but he left Louisiana, he was one of their top guys down there, and he became I think the director in Mississippi, and I don't know if he

still was or had moved out of that job when he was asked to do that. And so those were the people that were crafting that plan. And Yancey would come to the executive committee and give an update until we were tired of seeing him. And it was just a formality when they finally got it done to approve the thing because he had kept everybody up to speed on it, all of the details, and so I knew quite a bit about it.

And I think in '86, I was President of the International Association of Fish and Wildlife Agencies, and this thing was about to be signed by Secretaries of Interior and whatever. And I got a call from Jack Berryman, and Jack said that the Solicitors Office had gutted the plan and we needed to figure out what we were going to do. And I told him to withdraw state support for the plan, and so we did. And that caused a little bit of a stir because they had already scheduled the secretaries for the signing event, I think, and they were really going to be embarrassed if they signed a document that 50 states did not support, and we did not support it. I was told the reason that they did what they did was that The United States had been in negotiations with Canada over acid rain, and that we had gotten the short end of the stick and the President was determined that we would not get the short end of the stick in this **campaign**. And so they had really worked it over to where there wasn't much of a commitment for anything from the United States.

And there was a person named Don Minnich, who was an ex-employ of the Colorado Division of Wildlife where I worked, he started out, I think he started out, at least he was in the Montrose Office of the Game and Fish in Colorado, and I was in the Montrose Office. And we were friends and we went hunting together and we went fishing together and then we both went to Denver, he as a planner and I as the big game supervisor, and so we're close friends. And here's Jack Grieb involved, you know he's my boss out there, so I know these 2 guys. And so Don goes to work for the Fish and Wildlife Service and becomes Assistant Director over Refuges and Enforcement or something about that time. And they send Don down to Tennessee to work on me to get me to come around on this plan, and they begin to put pieces back into it and they keep working on adding stuff back. And they finally get to within I think it was like 8 days of signing, and I checked with the crafters of the plan and Grieb still felt like that we shouldn't sign it, they didn't put back enough stuff. And when I called him he was in a hospital and he had been admitted, he had leukemia, and he never came out of the hospital, and he died thinking we should have never signed that rascal. But we had the other 2 crafters that felt like that it was worth signing, so I threw in the towel and the states supported it. But I went to see the Assistant Secretary of Interior before that and he assured me that they would have an operations plan and that just a lot of that stuff that they had taken out would go back in the operations plan. And so I go to the signing and immediately after the signing I go back to the assistant secretary's office and get reassured that this stuff is coming back into the plan. I guess it's probably over 20 years now, and there hasn't ever been an operations plan developed that puts any of that stuff back in the plan. That was my involvement for awhile.

And then I got a call from Walt Stieglitz of the Fish and Wildlife Service, and Walt wanted to know if I would serve on a scoping committee. And you know, what's a scoping committee? Figure out how to get some money and get this thing done, that was

kind of what a scoping committee was. And then he had Larry Gale on there, and they had a person named Hazard Campbell, who was at that time the top civilian top in Ducks Unlimited out of New York State. And so our job is to figure out how to fund the North American Waterfowl Plan; and the plan basically says you can have your plan but you can't have any money, that's kind of what was in the plan. And so how do get a billion and a half dollars to implement a plan over 15 years like what it calls for? So we didn't have a clue. And so I stumbled around a little bit, talking to the assistant secretary and we didn't know what to do really. So I called a meeting, we had an international meeting, International Association of Fish and Wildlife Agencies, that's what they called them at that time. And they met in Providence, Rhode Island, and I was the president so I had a nice suite, and I invited a bunch of these duck guys up to the suite along with that little committee, and let's talk about how we're going to find money for this thing. And in that process I suggested that maybe we could get a million dollars from the states, and Hazard Campbell was in the room and I said, "Maybe you can match that, and maybe we can get the National Fish and Wildlife Foundation to match that." And so we talked about that and basically Hazard Campbell said he would match it if the states raised a million. And Chip Collins was there, and Chip was head of the National Fish and Wildlife Foundation, and Chip said that they'd try to match it. And then Jim Patterson was there and Jim said, "Not only get the Canadian Provinces to match it but then get the federal Canadian government to match that." And so that was the stupid game plan that evolved.

And at the business meeting I reported to the group kind of where we were with the implementation thing, and said that the International needed to designate somebody to sort of take the lead on that for the association. And Bob Brantly, the director in Florida, was the incoming president, so I looked at him and he said, "I'm designating you to kind of carry the water on this." And so some short of period time elapsed and they had an executive committee meeting of the International in Washington, D.C. I went up there, and Jim Range is a friend of mine, Jim was Howard Baker's aide when he was Speaker of the Senate, and I had worked with him on getting some land acquired by the federal government and I worked with him on an invention of the (**Walnut Grove**) expansion, he pretty much led the politics on that. And so I go see him, and at that time he's working for Waste Management as one of their top lobbyist, and he listens, he's polite, but I didn't get a lot from Jim, and this is a hard thing and he doesn't know exactly how we're going to approach it. And so then I go see the assistant secretary and ask him how you get authority to go send money to Canada, we don't how to get the money up there, and he went, "What's legal and what's not legal?" And he said, "I think the best way to do that is to just do it and figure it out as you go along."

So I go back to the executive committee and I tell them here's the game plan we've got, we raise a million dollars from the states, the DU will match it, the National Fish and Wildlife Foundation will match that, and Canada will match it, and U.S. dollars will switch it to Canadian and we'll have ten million and launch this thing. And I said that's the only thing we can think of. And they wanted to know about getting the money to Canada, and I said the assistant secretary says we just ought to do it and figure it out along the way. And so Herb Doig was the head of the New York State Game and Fish Agency, and he said, "I'll put \$100,000.00 on the table." And Willie Mullaney was

chairman of the Executive Committee, and he said, "Gary, move that money to Canada." And so we are off and running to try to raise a million dollars. And so I go back and I call Larry Gale, who is the Director in Missouri, and ask him, "Could you give us \$100,000.00?" And Larry says, "I don't know if I can but I'll try." And I was expecting that he would say, "That's really an unreasonable request, it's in the middle of the budget cycle and you should know better." But he didn't. And so I thought, "Okay, I'll continue on with this." So I called a whole pile of directors, I sent them mail about what we were trying to do and all of that.

And then it occurred to me that if you were going to ask people for money, they need to know what you're going to do with it. So we need to find some place in Canada that produces a lot of ducks that fly all over the place and will benefit a lot of states. So I called Rollie Sparrow and asked him about such a place and he said, "Quill Lake, we've got the banding records." And he sent me a picture that showed where all those birds went, and they go all over the place. So I go to Canada and I meet with the head of the Game and Fish up there, and I go to some event out on a farm where they're patting a guy on the back for the wetland work that they're doing on this place. Then after all of that stuff is over I ask them if they can show me the Quills, and on the way to the Quills I'm with the biologist and his supervisor, and I ask them, "Could you figure out some kind of project that would spend about 4 million dollars at the Quills." And they were wanting to know, "Where were you going to get the money?" And I'd tell them what the scheme is, and it's a harebrained deal and I wouldn't have been surprised if they would have just said, "No, we're not going to." But what happened is they arranged for breakfast the next morning with their boss who was Dennis Sherratt, who's over the Saskatchewan Province's Game and Fish Agency, and I told Dennis what we were trying to do, and so Dennis assigned Ross to work on that along with a guy named Nelson, who at that time worked for Ducks Unlimited in Canada. And Ross and Nelson they put together a game plan of how they would spend money in the Quills. And then we needed other places selected in Canada on the west coast and the east coast, so there were a couple of other places picked. And then we indicated that we would send appropriate state dollars to the appropriate places.

I think right about then Tennessee had decided to apply for a grant to get money to set up the first Joint Venture in the country, and we hit on the grant and we decided leave half of the money with the Fish and Wildlife Service so that they could pay for a coordinator. And we had to call a meeting there and all the duck biologists came from the states, and Charlie came, and Seth Mott, and we told them what we were trying to do in setting up a Joint Venture, and they drew circles on maps and figured out many acres where. And Charlie kind of carried the water after that, and Seth was the Game and Fish guy with the state at that time, he moved over to work for Charlie full time and he and Charlie did a really good job of figuring how to run a Joint Venture.

And so there was a big waterfowl meeting coming up sometime after that happened, and a number of the waterfowl biologists from different parts of the country would be there. So we asked people in Saskatchewan to come down and brief us on how they were going to spend our money once we got it raised. In the meantime, while I was raising money I

got feedback from Larry Gale in Missouri that the DU are not going to match this money, and I got feedback from New Jersey, Russ Cookingham said he's going to try to contribute money, but the DU people were saying, "We're not going to match it." And so then we have, and I'm not sure of the sequence of events here, but there was a big meeting coming up in Quebec City in Canada and we're going to talk about where we are with getting this thing done. And that's when I learned that the National Fish and Wildlife Foundation had a cap, they couldn't spend more than a million dollars ever on anything, and they'd already spent a good part of a million dollars. And so we had to raise their cap if we were going to get them to do this match. And then we had another problem in that it wasn't real clear that they could do business in Canada, so we needed to get them legal authority to do business in Canada. And if you don't have the legal authority to do something, it's pretty hard to get money appropriated to do it. And so there was a little bit of a problem here. And then of course we had the situation where it sounded like DU wasn't going to come through with their match. So we were still trying to raise the money from the state, I was looking for \$100,000.00 from 10 states, and I think it took 12 states to get to the million dollars.

I got a call from Rollie Sparrow sometime prior to some big meeting for waterfowl out on the west coast, and he told me to cool it with trying to move forward with this thing because of the DU situation, and so I told him I'd slow down. So they had the meeting out on the west coast, this was like a week later or so, and it was on a Friday afternoon and it was about 5:00 or 5:30 I got a phone call and it was from Jim Patterson, Jim was the top waterfowl guy in Canada. And Jim had been to that meeting out there, he had a layover in Chicago, and so the DU headquarters office was near the airport so he just wondered over from the airport to there to just kill time. And lo and behold they were having a big meeting there, and they fired the head of DU and replaced him with a guy named Matt Connolly, and it was very clear they were going to match the money and things looked good. And first thing Monday morning I get a call from this guy in DU who I'd been dealing with before but who was one of them saying that they weren't going to match it I guess, telling me, "We're definitely going to match this," and all of that stuff.

So then what happened is Range I think worked with a guy named **Caskin**, who was a politician from Wisconsin, I believe, to get a foreign appropriation so that the Fish and Wildlife Foundation could use that appropriation to go to Canada and make that match. And then we had to get the law changed, so I testified in the Committee in Congress that we needed to do this thing, and Dunkle was head of the Fish and Wildlife Service at that time, and he had to testify that it would be a good thing to have the authority but it's not a good thing to send the money, something along those lines. And it was strictly because of the administrations sense that, "We don't want to spend our money up there with this thing." And we had a meeting not long after that, it's in one of the Carolina's, and Dunkle was there and he to give a report to the Game and Fish directors, and I gave him a real bad time about that position. And I know it was killing him to have to be there, and I'm sure that he worked behind the scenes to get the administration to back off, and he was able to change their position before we left that meeting. And so we got the million from the states, we got the million to match from DU, and we got two million from the Fish and Wildlife Foundation Foreign Appropriations thing. And it went to Canada, and 4

million went to the Quills, and a certain amount went to these other projects, and that was step 1.

And we had to do that again because we didn't have any other way to get money, and this is the pits to have to beg for money from the states. And so I called a friend of mine up in Washington, D.C., I've worked with him on the (**Walnut Grove**) thing, Bob Davidson; and Bob was in the National Fish and Wildlife and he was in the National Wildlife Federation when they were working on the fish thing, and then he went to work for Senator Mitchell. And so I called Bob up and said, "Can you get a meeting of a bunch of aides, I want to come up there and talk to them about this North American Waterfowl Plan." So he got a meeting in the Dirksen Building or some building, and I go up there and threw a bunch of slides together to try to show them what this was all about and how we badly needed dependable money. And then at the following meeting of the North American Wildlife Conference why Mitchell announced that he was going to do this bill that would provide the permanent source of funding to implement the North American Waterfowl Plan and other things, take care of wetlands. And that thing passed and set up dependable money to go to this North American Waterfowl Plan Initiative, and the goal there was a billion and a half dollars over 15 years. And we had looked at how we might get money out of the Corp of Engineers to work with saltwater intrusion down on the Gulf. And my thought was that it would take about 20 million to deal with one of these problems, and where can you get 20 million? Get it from the Corp. And so Larry Gale worked to try to get money out of the Corp of Engineers for the North American Waterfowl Plan, it took him about 3 years and he got it. And we kind of learned that if we can't get the money ourselves, we'll use other people's money to do this thing. And the Farm Bill was one of those places that could provide a lot of money. And so we became pretty good at tapping other people's money in existing programs to... I used to go to the budget meetings that the International had where the feds would come up and explain what's in their budget for the fiscal year. And the last one of those I went to, the Corp had a hundred millions dollars in their budget for things that related to the North American Waterfowl Plan. And there was money in the Forest Service budget, there was money in a lot of the different budgets to do that stuff. And so after a bit we got by on all of that and it's off and running.

Mark Madison:

That's a great story. Were there other flagships or early projects with the North American Waterfowl Management Plan that you were involved in? You mentioned the one the Joint Venture, and so were there other like with the Quills were there other ones?

Gary Myers:

There were a couple of other ones, I'm not as familiar with them because I didn't work on them so much. But we had to get others started; California needed a place to spend their money, and I worked with a guy named George Andrews, I believe was his name, and he was the head of the Game and Fish in Alberta. And I don't remember the details of how the stuff for California evolved; I worked a little bit on trying to get the stuff in the east coast moving with Manitoba. There was a guy there who's now deceased who was really a good partner but I can't remember his name. But really the ones I remember are Dennis

Sherratt going the extra mile with the Province and Saskatchewan, and then I can't remember if it's George or Bob Andrews, but he was really interested and helpful when we were working with Congress and things like that. I had a little bit of trouble with the guys in eastern Canada, they were more skeptical; this isn't likely to work sort of guys.

Mark Madison:

Do you think there are any unique characteristics of the North American Waterfowl Management Plan or Joint Ventures that's led to their success?

Gary Myers:

Well...

Mark Madison:

You talked about some of the difficulties or ways of funding it.

Gary Myers:

What we tried to do when we created this council; I was appointed to the council to distribute the money with the North American Wetland Conservation Act, and that wasn't strictly for implementation of the North American Plan, it was for other species as well, wetland species. And so we encountered a little bit of problem from politicians that didn't like ducks, so we needed to expand it and that's where Charlie got into it, and working with David Pashley, and I can't remember the other guys name who was an important player in figuring out what we needed to do for songbirds, and I don't remember the guys name that was real active in helping us figure out what we needed to do for the shorebirds. But what that led to was the clear need for a national plan for all these different bird species. And so Charlie and that crowd that had worked in the **(lower Miss)** kind of exported their thinking to a broader audience to get more interest in the different bird groups and coming up with bird plans.

And there is a bird committee inside the International, and we ended up working through that bird committee to push for the creation of the North American Bird Conservation Initiative, and the International bought into that. And then the bird committee was pretty much used to kind of keeping the International aware of all of this bird stuff and all these different areas and watch those national plans, get them developed, those kinds of things. And so now we have national plans for all of the major bird species, and maybe seabirds maybe behind the curve on that one. But we may even begin to get them probably turkeys in the mill, grouse, different species of grouse, quail. The spin-off of this thing was that if we're doing so good with this landscape scale duck stuff where you need to spend billions of dollars, why aren't we doing it with some of the resident species where you need the same kind of thing? And so in the southeast we got the quail people to build a quail plan, and then took that to the International and got them to endorse it. We made it broader than just the southeast, and now we've formed it out to the University of Tennessee to kind of honcho, and they've gotten a half million dollar grant for the next 3 years to help with implementation of that thing. And they got into the Farm Bill and **the bobwhite buffers thing** worth about 50 million or something, and so that's on its way.

And then along the way, you think about how come you do this habitat work on a grand scale for these birds, but you're not doing anything for fish. Why don't you do something for fish? And so the fish guys bought into that and decided that they needed a National Fish Habitat Plan, and where they are right now, I think, is they have a plan to do a plan. A lot of people think they have a plan but they still got a lot of details to work out. But what they saw was the success of that Waterfowl Plan and wondered why we couldn't have a similar success with this fish deal. And so they have a national board now and they're allocating money to their partners, it's not big money but they're moving the needle a little bit. And they're coming to the realization that you can't handle this problem by yourself, we need to team up on it and hit in a partnership sort of way, and we need to focus other people's money on solving our problems. And so it's a maturing thing.

Mark Madison:

Yeah, it sounds great.

Gary Myers:

So I think what we learn from that was that it is possible to accomplish big ticket items that you don't think you can accomplish if you really pull together and work hard at it, and a lot of us didn't know that. It's just pretty hard to get a... you take a state biologist or a federal biologist and they have a budget, and if they've got \$20,000.00 in their budget for anything that they want to do, they're pretty well off. What can you do of significance with \$20,000.00? So they're inclined to think within the confines of their budget instead of, "Okay, I'm God, and I need to look at what does the country need because I don't have the money. Why waste my time?" But you've got to get them to do that, and we've got to tell the country what it needs to do, and you've got to convince the Congress, and then you've got to go do it. And it can be done, it's hard but it can be done. And a lot of them have caught on I think, and we need to not disappoint them once they do all of that work.

Mark Madison:

No, that's very, very true. One thing I didn't ask earlier, in the early days of the North American Waterfowl Management Plan and IAFWA's role in it, what role did the Flyway Councils play?

Gary Myers:

I really don't know.

Mark Madison:

An honest answer.

Gary Myers:

They probably did some things I don't know about, but there were a number of those guys that were skeptical about this and they didn't think this was going to work, and I think any intelligent person would think that it wasn't going to work. So I don't rule that against them. And I can honestly say I don't think a single person that worked on this thing thought that we would get a billion and a half dollars in 15 years, I just don't, we

didn't believe it but we had to try. And what I also learned, you know in anything of significance can't be done single-handedly; it takes a lot of people. And you never know who did the thing that really kept it going because there were so many points along the way that so-and-so hadn't done such-and-such, this wouldn't have worked unless so-and-so did it. And then there were a lot of so-and-so's that you don't even know who they are or what they did, but it made a difference.

Mark Madison:

Is there anything I haven't asked you that we've left out of this story that you'd like to add.

Gary Myers:

I think you've got it. I'm sorry to have bored you so much.

Mark Madison:

No, no this is fascinating. I mean I guess the one last thing I'd ask you is are there any other, besides the ones you've already described, are there any other milestones or accomplishments of the North American Plan that you haven't had a chance to mention?

Gary Myers:

Well I'm behind the curve on what our accomplishments; their accomplishments have been with that plan. I attended some of the meetings on the redrafts of some of the plans, but I think the Flyway Council people were probably more involved in the redraft of the plans, and Charlie was in it some, I'm sure they had a lot to do with redrafts. But when it came to just getting it done, that was outside of the flyway system pretty much.

Mark Madison:

Well Gary, thank you very much. This is excellent history and one of the more interesting things about it is it's the type of history that isn't necessarily written down. A lot of the stuff you described, interacting with people and going to their offices or having worked with them and so on, this wouldn't necessarily be written down anywhere.

Gary Myers:

I don't think many people know that the plan got gutted, and how we withdrew support and how we fought that battled, and how the head of the Service had to testify against going places he wanted us to go. I was a little immature in my politics in those early days, and when the head of the Service testifies against something that's motherhood and apple pie, you know it just... I can't believe the Fish and Wildlife Service is like this. But when you're a little more mature, the Fish and Wildlife Service isn't, that's not their testimony. Their testimony is Rollie Sparrow and Walt Stieglitz and the core guys working their tails off to get this stuff done, and then the boss having to articulate the position of the President and his people and convince them. So don't get mad at the guys in the Service over the way the politics has to go. If you don't understand that you get pretty mad at the feds, two-faced guys that lead me down this path and then try to cut my throat.

Mark Madison:
You're wiser now!

Gary Myers:
It didn't take any time to catch on.

Mark Madison:
Gary one last question, just the logistical one, do you give us permission to transcribe your oral history and to use it for researchers and so on?

Gary Myers:
Sure, yes, yes.

Mark Madison:
Well Gary thank you so much.

Gary Myers:
Clean it up any way you can!

Mark Madison:
No we don't do that!

Unverified: Caskin (pg 6); Walnut Grove (pg 4/6) George or Bob Andrews (pg 7/8);

Key Words: Gary Myers, Mark Madison, National Conservation Training Center (NCTC), Shepherdstown, West Virginia, U.S. Fish and Wildlife Service, Colorado Game and Fish, turkey biologist, research biologist, big game supervisor, assistant director of field operations, Wetland and Waterfowl Conservation, goose management, season regulations, North American Waterfowl Management Plan, Executive Committee of the International, Jack Grieb, Larry Gale, Jim Patterson, Rollie Sparrow, Richard "Dick" Yancey, President of the International Association of Fish and Wildlife Agencies, Secretary of Interior, Jack Berryman, Solicitors Office, Don Minnich, Colorado Division of Wildlife, Assistant Director over Refuges and Enforcement, Walter "Walt" Stieglitz, scoping committee, Hazard Campbell, Ducks Unlimited, International Association of Fish and Wildlife Agencies, National Fish and Wildlife Foundation, Chip Collins, Robert "Bob" Brantly, James "Jim" Range, Herbert "Herb" Doig, New York State Game and Fish Agency, William "Willie" Mullaney, Quill Lake, Canada Game and Fish, Dennis Sherratt, Saskatchewan Province's Game and Fish Agency, Tennessee first Joint Venture, Seth Mott, Russell "Russ" Cookingham, Matt Connolly, Frank Dunkle, Bob Davidson, Senator Mitchell, North American Wildlife Conference, North American Waterfowl Plan Initiative, Corp of Engineers, saltwater intrusion along the Gulf, Farm Bill, Alberta Game and Fish, David Pashley, North American Bird Conservation Initiative, National Fish Habitat Plan, International Association of Fish and Wildlife Agencies (IAFWA), Flyway Council,